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The **multiple facets** of the **HR PROBLEM** when searching for talent for EU GRANTS acquisition and implementation of such EU-granted projects is outlined below. For these reasons, the persons selected on grounds of such job advertisements for the position of **EU GRANT OFFICER** often **CANNOT** meet the **GRANT AWARD SUCCESS EXPECTATIONS** formulated by the respective employer, be it company or public institution

An illustration of the **multi-faceted HR PROBLEM** in relation to the profile of the **EU GRANT OFFICER** can be found below:

### NO blanket solution, “one size fits all”

There is **NO “one size fits all” solution** for the development and, therefrom resulting, successful approval of EU funding applications.

### NO accredited, robust, state-approved CURRICULUM Europe-wide

**Formal and theoretical knowledge**, acquired through classical national trainings, **without** several years of professional experience, advisably **cross-border work experience in Europe**, is **NOT sufficient** for a **successful work as an EU GRANT OFFICER**.  
Against this background, it is **NOT EFFECTIVE** to request **academic degrees with competences for this kind of job profile**.

### NOT a competence, but a META-competence, successfully proved in practice

**Project management of international consortia;**  
**Ability of analytical thinking;**  
**Multilingualism** based on at least EN and mother tongue;  
**A comprehensive political, economic and social general educational background;**  
**Comprehensive knowledge of the policies of the EU institutions;**  
**Repeated work-placements abroad in the SINGLE EUROPEAN MARKET;**  
**Extensive intercultural experience;**  
**Extensive knowledge and experience of key IT applications;**  
**Several years of hands-on experience regarding Proposal / Project Application / Bid development for international consortia;**  
**Several years of hands-on experience with implementing EU-funded projects in the context of international consortia;**  
**Creativity and originality** should round off this COMPETENCE PROFILE.

### A 38-hour work week is UNREALISTIC

Solely the activity of EU application development requires a considerable, project-related **WORK-TIME FLEXIBILITY, HIGH RESILIENCE in the face of STRESS** and the basic willingness to **accept UNCERTAINTIES and short-term CHANGES in a FIXED DEADLINE CONTEXT**.  
Against this background, depending on the respective EU application deadline and the necessary consortium structures, **a volume of 12-13 net work hours/day and more, very often also on weekends**, can become routine until the project is submitted before the tender deadline.

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